

**From:** BC3 President  
**Sent:** Wednesday, May 13, 2020 2:05 PM  
**To:** All Employees <allemployees@bc3.edu>  
**Subject:** Email from President Neupauer

Dear colleagues,

I hope this email finds you and your families well. I truly can't wait to say "hello" to you – mask and all – at a BC3 location soon.

While our BC3 locations remain closed through May 31 to all but staff members whom we have identified as "critical essential," Brian Opitz, our executive director of operations, will soon present a phased-in plan for employees' return to BC3 locations starting June 1.

The phased-in plan for employees' return to BC3 locations, of course, coincides with Gov. Wolf's recent decision to move more Pennsylvania counties to the yellow reopening phase. BC3's main campus and its additional locations are or will be by Friday in counties in the yellow reopening category.

While our counties will move to the yellow reopening phase by May 15, our decisions have been consistent with the Pennsylvania Department of Education's mandate that community colleges follow the same requirement as do the commonwealth's 500 school districts for closings and openings with regard to COVID-19.

Mr. Opitz's rollout for employees will include hours of operation, precautions (including social distancing), staggered departmental staffing and telework options. Furthermore, the cleaning of all BC3 locations will continue to follow Pennsylvania Department of Health recommendations.

Academic course offerings, of course, remain in a remote model through the end of the summer session.

Pedro Rivera, secretary of Pennsylvania's Department of Education, recently said he expects students to return to school this fall. With that news, the college is eyeing a traditional in-person opening this fall. However, our contingency planning for distance education, remote learning, hybrid and telework options for the fall 2020 semester is still ongoing and necessary.

Our workload over the past several weeks has been exhausting. A colleague president of mine from Michigan compared it to taking a "transcontinental flight ... each and every day."

Like you, I am looking forward to a break. With BC3's Memorial Day weekend of May 22-25 approaching, I am suggesting staff, administration and professional-technical employees use a vacation day May 21 to extend the holiday weekend by one day.

No college emails, texts, videoconferencing or phone calls – just a day of rest and relaxation added onto this traditionally longer holiday weekend.

A recent check indicates a plethora of vacation balances remaining for employees. If you do not have vacation days left or have already scheduled them through June 30, please check with Human Resources about the use of another paid leave day for May 21.

Members of my Cabinet, and I, will take a vacation day May 21. I hope you consider doing so too.

With appreciation for all you do and Pioneer Proud!

President Neupauer

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